



Leadership Assessment: Pre-Hire Fit



Pre-Hire Fit Assessments identify new leaders who will add value to the culture you are building.

The only way powerful people get along is by feeling they are building something special together with people they respect and admire. Adjusting the mix of leaders on the team is critical to your success. Pre-Hire Fit Assessments improve your chance of getting hiring right the first time.



This process is amazing! Your ability to understand which of our candidates will not only fit our culture - but also add value - is outstanding. We now believe we have a world-class talent selection system, thanks to Good Leadership.

Liz Geist

Vice President of Human Resources, Chicago Bears

"You can't have an effective organization without good leadership."

-Paul Batz, Founder & CEO, Good Leadership

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For COOs and CHROs who are:

1. Planful about adding new leaders.
2. Careful in handling highly qualified candidates.
3. Specific about the culture they are building.

Leadership competencies and expectations are 85% the same in most companies. Finding someone who can “do the job” is table stakes. The remaining 15% is the “special sauce” that separates the exceptional talent from the average. The exceptional talent fits with the culture of the organization on the way in the door, and adds value to the culture as they mature and grow.

A key part of talent planning is refining and improving the selection and development processes to get the 15% right. That’s why Good Leadership has a pragmatic leadership assessment solution that increases the effectiveness of company-led selection and development systems. Good Leadership provides a critical outside view for Director level positions and above – that shortens the decision-making process and increases the likelihood of a good fit.

The process is developed on the Hogan Leadership Forecast system, after thoughtful analysis of what makes up the “special sauce.” The best insight comes after Good Leadership interviews and reviews Hogan data for the top three candidates. The “fit” report articulates a clear third-party perspective that can be included in the hiring and development decision-making process.

When more than one candidate is technically qualified, how do you determine who is the best culture fit?

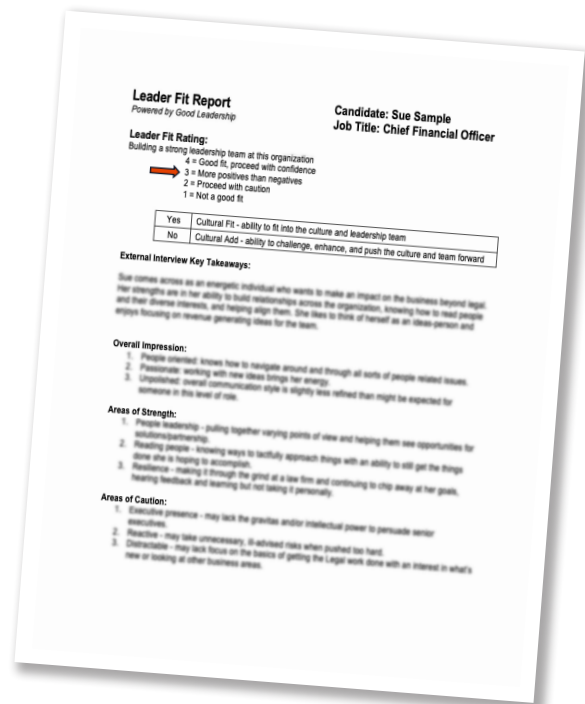
- Interviews alone are not enough - every organization has a hiring bias.
- The right mix on a leadership team is essential.
- Organizations cannot continue to hire in one image and one image only.

Benefits of Pre-Hire Fit Assessment:

- Using the Hogan tools and Good Leadership interviewers is proven to improve hiring accuracy.
- Teams that get the right mix of leaders perform faster and get better results.
- Pre-Hire Fit data provides an effective set of information to improve onboarding and reduces integration friction.

Good Leadership Pre-Hire Fit Assessment includes:

- A culture and leadership character profile to use as a baseline for hiring leaders.
- Clear, succinct Fit Report with a 4-point evaluation.
- Hogan data that can be leveraged for team and individual development planning.



The Good Leadership Difference

The Good Leadership Pre-Hire Fit Assessment is grounded in the specific and unique vision and culture every client organization is building. The coaches and interviewers are invested in your success - because you can't have an effective organization without good leadership.

Learn more about **Pre-Hire Fit Assessment** today by contacting

to schedule a conversation.